

MU Leadership Development Academy for RNs and NHAs in Long Term Care

FEATURES

- ✓ emphasizes leadership as a key element in high vs. low-performing nursing homes
- ✓ tackles the hard issues of surveys, regulations, and how to have a high performing home
- ✓ includes 10 days of classes offered over 9 months
- ✓ assesses pre and post Academy leadership behaviors and competencies including the Leadership Practices Inventory
- ✓ offers valuable resources including two books, numerous articles, and tools
- ✓ incorporates a mentoring component
- ✓ offers nationally recognized Continuing Education credit, useful for national certification and recertification
- ✓ awards both Nursing and Nursing Home Administrators CE credit

DESCRIPTION

The Leadership Development Academy for RNs and NHAs in LTC is a structured educational program using a multi-method approach to learning (face-to-face, interactive TV and electronic). It features an innovative and evidence-based curriculum with a strong focus on application to practice and peer consultation. It builds on the highly successful MU Leadership Development Academy for RNs in LTC ("original LDA").

Although we highly encourage the RN's colleague NHA to enroll, RNs may enroll without their NHA. It is expected that NHAs would enroll only if their DON or other nurse leader enrolls.

PURPOSE

To prepare nurse leaders and NHAs in LTC who can create and sustain improvement in their work settings, including ability to emphasize staff involvement, facilitate communication and teamwork, set clear expectations and ensure high standards of care.

A proven curriculum that can increase leadership behaviors and job retention!

Follow up surveys from the original LDA revealed:

- that 78-94% of the graduates remained with their original employer at 6-18 months after graduation.
- statistically significant increases in self-reported transformational leadership behaviors and confidence in their ability to perform as leaders from before to after the Academy.
- that the mentoring component served to enrich and expand their RN peer-support networks.
- that graduates are more likely to involve their staff in decision-making and provide a working environment conducive to teamwork and quality improvement.

To see comments from past graduates, go to www.nursingoutreach.missouri.edu

DATES & LOCATIONS

Begins September 28, 2011 and ends May 17, 2012. All classes are on Wednesday (also Thursday for the months of September and May). There is no class in December. Classes run from 8:30am-4:00pm with the exception of Days 1 and 9 which start later and Day 10 which ends earlier.

- **Days 1-2:** September 28-29, 2011 (Entire group meets in Columbia for face-to-face class)
- **Days 3-8:** 2011: October 19, November 16
2012: January 18, February 15, March 21, April 18 (Regional interactive TV sites)
- **Days 9-10:** May 16-17, 2012 (Entire group meets in Columbia for face-to-face class)

ITV Sites – Columbia, Kansas City (Blue Springs), Springfield, St. Louis

Please refer to the website for an indepth and detailed description of topics by day and speaker biographies - www.nursingoutreach.missouri.edu

TOPICAL HIGHLIGHTS

- **Leadership** - Hear *Matt Younger's*, Section Administrator for LTC Regulation, thoughts and impressions on leadership
- **Leadership Practice Inventory** - Get a 360 perspective of your leadership behaviors
- **Leading and Managing** - Know when to lead and when to manage
- **Coaching, Counseling, and Communication** Learn strategies for each of these management skills
- **Leading High Performing Nursing Homes** *Guest lecturer Ruth Anderson PhD, RN, FAAN, Duke University*
- **Sustaining Change** - Discover ways to influence and sustain change
- **A Team Approach to Quality Improvement** Learn proven quality improvement techniques
- **The Medical Team's Role in Quality Improvement** - *Guest lecturer Jeffery Kerr, DO, CMD, Geriatrician*
- **Making the Fiscal Case for Change** - Apply financial skills to communicating the need for change
- **Managing Up** - Hear strategies to communicate with superiors and create a mutually beneficial relationship. *Guest lecturer Dewey Thompson, Trainer and Business Consultant, Missouri Training Institute*
- **Managing Different Generations** - *Guest lecturer Dewey Thompson*
- **Meaningful Work** - Discover how staff retention relates to culture change
- **Leading Beyond Regulations & Creating a Culture of Safety** - *Guest lecturer Amy Vogelsmeier, PhD, GCNS-BC, RN, MU Sinclair School of Nursing and Tracy Niekamp, Program Manager, Section for LTC, DHSS.*
- **A Future of Change for Health Care Delivery** Learn of new programs and reimbursement structures that will change LTC as we know it. *Guest lecturer Monte Aspelmeier, MSW, CEO of America's Impact Group*
- **Looking toward the Future** - Gain insight into the clinical considerations of culture change and how the nursing home can provide quality of care as well as quality of life. *Guest lecturer Charlotte Eliopoulos, PhD, ND, MPH, RN, Executive Director, American Association for Long Term Care Nursing*

ACCREDITATION

Contact Hours will be awarded to all individuals who successfully complete the Enhanced LDA Academy and are paid in full.

Registered Nurses

University of Missouri Sinclair School of Nursing is an approved provider of continuing nursing education by the Missouri Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

Provider Approval Number 713-XII.

Nursing Home Administrators

Clock hours will be applied for through the Missouri Board of Nursing Home Administrators. TA #073-910.

FACULTY & STAFF

Lead Faculty and Project Manager

Alexis Roam, MS(N), RN, MUI Sinclair School of Nursing, Program Manager Nursing Home Services, Primaris, Former DON

Lynne Ott, MSN, RN, NEA-BC, Vice President, Patient Care Services, Fitzgibbon Hospital, Marshall

Faculty Associates

Barbara Primm, BSN, RN-BC, Assistant Administrator and Former DON, Loch Haven, Macon County Nursing Home District, Macon

Donna (De) Minner, BSN, RN, Former ADON, Clinical Consultant/Research Nurse, Columba

Judy Halley, RNC, BSN, NHA, Former DON, Ozark Riverview Manor, Ozark

Continuing Education Coordinator:

Todd Winterbower, BS, Coordinator of Programs/Projects, Nursing Outreach, MU Sinclair School of Nursing

Senior Secretary:

Tara Meyer, BS, Senior Secretary, Nursing Outreach, MU Sinclair School of Nursing

Project Director:

Shirley Farrah, PhD, RN-BC, Associate Teaching Professor and Assistant Dean, Nursing Outreach, MU Sinclair School of Nursing

National Consultants:

Ruth A. Anderson PhD, RN, FAAN, Virginia Stone Professor of Nursing, Duke University School of Nursing, Senior Fellow, Center for Aging and Human Development, Durham, NC

Charlotte Eliopoulos, PhD, ND, MPH, RN, Executive Director, American Association for Long Term Care Nursing, Glen Arm, MD



Equal opportunity/ADA institution

GENERAL INFORMATION

Criteria for Successful Completion

- **Regular attendance** - to meet the course objectives and fully benefit from the Academy, more than two absences will result in dismissal from the Academy. **Days 1, 2 and 10 are mandatory classes.**
- **Completion of required assignments and assessment tools.**
 - Completion of daily evaluation tool.
 - Completion of pre-post Academy self-assessment tools.
 - Regular class participation.
 - Completion and presentation of quality improvement change project.

NOTE: You must have access to a computer and a working e-mail address.

Cost

\$1,000 (may be paid in 3 installments, if needed)

Course fee includes the 10-day Certificate Course, nursing CE credit, NHA credit, a comprehensive Course Syllabus with learning resources and two books, mentoring, and a certificate from the University of Missouri. Hosted luncheons for 4 days and continental breakfasts.

You are not officially enrolled until the 1st payment is received. Enrollment is limited, so please enroll early.

www.nursingoutreach.missouri.edu

See website for further information including lodging, enrollment and cancellation information, online registration and a copy of this brochure.

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Begins September 28, 2011 and ends May 17, 2012

Please check appropriate title:

☐ RN ☐ RN/NHA ☐ NHA

Payment Options:

Note: you are not officially enrolled until payment is received

- ☐ \$1,000 full payment
- ☐ 3 installments
- 1st installment of \$334:
Due upon enrollment
 - 2nd installment of \$333:
Due Dec. 14, 2011
 - 3rd installment of \$333:
Due March 14, 2012

Are you nationally certified?

☐ Yes ☐ No

If yes, in what area:

Name of certifying body:

ITV site you prefer (for Days 3-8):

- ☐ Columbia
- ☐ Kansas City (Blue Springs)
- ☐ Springfield
- ☐ St. Louis

Questions? Contact Todd Winterbower,
WinterbowerT@missouri.edu,
573-882-0215.

Full Name: _____

Educational Credentials: _____

Name for Badge (if different): _____

Organization: _____

Position: _____

Employer Mailing Address: _____

City/State/Zip: _____

Phone: _____ Fax: _____

Email: _____

Home Mailing Address: _____

City/State/Zip: _____

Phone: _____ Fax: _____

REGISTRATION/PAYMENT

☐ Check enclosed made payable to University of Missouri

Mail to: MU Nursing Outreach
S266 School of Nursing Building
Columbia, MO 65211-4120

Please Charge my: ☐ Discover ☐ Visa ☐ MasterCard

Account # _____

Card Holders Name _____

Expiration Date _____

Signature _____

☐ Fax enrollment to: (573) 884-4544

☐ Check is being processed and will arrive under separate cover.



MU Leadership Development Academy for RNs and NHAs in Long Term Care

*A Certificate Program offered by the University of Missouri to strengthen
the RN-NHA Leadership Connection for Better Outcomes in LTC*

September 28, 2011 – May 17, 2012



*This Academy is made possible through a grant from the
DHHS, HRSA, NEPQRS (D11HP08365)*

 Sinclair
School of Nursing
University of Missouri Health System

Nursing Outreach: Where Continuing Education and Continuing Competency Meet

Detailed program information and online registration can be found at www.nursingoutreach.missouri.edu